

~~CONFIDENTIAL~~
Office Memorandum • UNITED STATES GOVERNMENT

TO : Director of Training
 THRU : Deputy Director of Training
 FROM : Chief, Plans and Policy Staff

DATE: 27 August 1959

SUBJECT: PPS Review of "Inspector General's
 Survey of the Junior Officer Training
 Program," dated 2 February 1956

1. Per your direction, C/PPS has studied the subject 1956 survey. In his opinion, the Office of Training is in no respect delinquent in following through on the recommendations made or in correcting deficiencies cited which lie within the purview of the Director of Training. Not all of the OTR actions required, however, have been completed, and a continuing effort toward improvement is required.

2. Specifically, in regard to actions within the current scope of the Director of Training's authority, and with reference to paragraph II. RECOMMENDATIONS, B. Deficiencies, of the Survey:

a. CIA Regulation [REDACTED] "Junior Officer Training Program," as revised 7 August 1958, appears to meet the requirement for a published definition of the purposes and objectives of the Junior Officer Training Program (JOTP) as currently authorized. The establishment of a broader "Career Management" Program, to supersede the present JOTP, seems to be beyond the authority of the Director of Training. For what our opinion is worth, PPS recommends that this recommended action be deferred.

b. The university "consultant-spotters" are by now more than adequately briefed and guided as to their mission, both by means of an annual conclave at Agency Headquarters and through personal contacts in the field by Office of Personnel recruiters and officials. Some four or five also maintain closer contacts with the Chief, JOTP, [REDACTED]. Nevertheless, with the exception of about four of their number [REDACTED] these consultant-spotters have been generally nonproductive. With OTR concurrence and encouragement, the Office of Personnel (in the person of [REDACTED])

JOT NO. 02-06365A BOX NO. 2 FILE NO. 4 DOC. NO. 1 NO CHANGE
 IN CLASSIFIED DOCUMENTS CHANGED TO: TS S C REF. JUST. 22
 NEXT REV DATE 09 AUG 1959 DETERMINE BY [REDACTED] TYPE DOC. 02
 NO. PGS 4 ORIGINATOR [REDACTED] ORG COMP 11 OPL 11 ORG CLASS 8
 REV CLASS C REV COORD. AUTH: NR 70-3

25X1A9a

25X1A9a

CONFIDENTIAL

et al) is preparing to overhaul the consultant-spotter activity, to revitalize those who can and will produce, to drop those who will not or cannot, and to set up new spotters in present and additional colleges and universities to expand the sources of recruitment. In this last connection, Personnel will endeavor to make better use of our CIA "alumni" in universities and colleges throughout the country. (NOTE: It is essential also that Personnel and the JOTP follow up more expeditiously on spotting "leads" furnished by Agency personnel or "friends" of the Agency.)

c. It is understood by PPS that precise standards governing spotting and recruitment procedures will be established and applied as a part of the general sharpening-up mentioned above.

d. There appears to be no present evidence that the system of Agency sponsorship of military service for eligible JOT candidates is being abused. Our JOT candidates must apply for and pass through United States Air Force and United States Marine Corps officer candidate schools on their own merits and if they fail to receive their commissions they are dropped from the JOTP. In the interest of gaining more experience and maturity, three or four months of "troop duty" before reporting to CIA for Agency training might be beneficial; however, we have no way of ensuring that their duty assignments would really be to mutual advantage. One other possibility which might be pursued further is assignment to the Army Language School at Monterey, but this in turn should be predicated on specific requirements of DD/P (or DD/I or DD/S).

e. The JOTP has accepted three Negro and one Nisei candidates, and a continuing effort is in fact being made to spot and recruit non-Caucasian candidates. For example, the head of the [REDACTED] recently has been briefed on the JOTP, including a visit to [REDACTED] at the end of Operations Course #8 (all JOT's). He will make a special effort to secure qualified Nisei and Sino-American, etc., JOT's.

25X1A6a

25X1A6a

CONFIDENTIAL

CONFIDENTIAL

FOIAb3b

FOIAb3b

FOIAb3b

FOIAb3b

FOIAb3b

FOIAb3b

FOIAb3b

FOIAb3b

FOIAb3b

f. OTR recently has been authorized a total of [REDACTED] JOT slots, an increase of [REDACTED]. This will permit acceptance of over [REDACTED] JOT's in September, 1959, and a probable average of [REDACTED] per year thereafter. Of these it is estimated that [REDACTED] will receive training, including the long Operations Course for DD/P case officer assignments, leaving [REDACTED] for other assignments in DD/P, DD/I and DD/S. DD/P has reported a requirement for [REDACTED] new junior professionals per year to meet annual attrition in the grades GS-9 through 13. DD/I informally has indicated that that Office "will take" [REDACTED] per year, leaving [REDACTED] for DD/S, which has not set a firm requirement for JOT's. Assuming the necessary ceiling and T/O adjustments, PPS believes that OTR can meet the implied, added training load and recommends that the JOTP be the vehicle for bringing into the Agency all new junior professionals with full career potential. Recruitment of clericals, technical specialists, and others with a more limited career growth expectancy should continue to be excluded from the JOTP and be handled through other existing means.

g. Insofar as the bulk of JOT's are concerned at this time, the prescribed, formal training ends with completion of the Operations Course. For the rest, and for additional individual training for Ops Course graduates, it is recommended that this continue to be based on the needs of their individual work assignments and be accomplished at the specific request of their supervising offices or divisions.

3. PPS makes no comment on sub-paragraph C of paragraph II of the Survey, other than to note that in effect, much of the proposed Phase I of "Expansion" has been or is being gradually accomplished by the JOTP as currently authorized. Phase II requires a prior re-appraisal by the Inspector General.

4. PPS would like to make the following additional observations:

a. Although the JOTP attempts to find candidates with strong language qualifications, language qualifications are not a requirement. C/JOTP is of the opinion that such a requirement will cut down seriously the number of eligible candidates. It is strongly urged that through our consultant-spotters and other Agency and/or Government contacts with

CONFIDENTIAL

CONFIDENTIAL

educational institutions, the study of foreign languages be given greater emphasis and encouragement. It is also suggested that to the extent possible, JOT candidates desirous of summer employment prior to full clearance and EOD be afforded intensive language training under contract arrangements.

b. In view of foreseeable, new emphasis on PM work as a career interest, the JOTP should be directed to recruit a larger proportion of athletically inclined candidates and we should encourage them to take advantage of the Marine Corps OCS arrangement.

c. If the JOTP is expanded, it should be permitted to take in otherwise-qualified candidates, who by reason of certain foreign connections, cannot qualify for SI clearance.



25X1A9a

CONFIDENTIAL